

## FAMILY MEMBER EMPLOYMENT

## **Bilateral Work Agreements**

Historically, Foreign Service family members have been limited to doing volunteer work or working within the Mission while at post because of their diplomatic or consular status. To increase their opportunities for employment, bilateral work agreements are established through a formal exchange of diplomatic notes between the United States and an individual country. These work agreements enable spouses and dependent children of U.S. Government employees assigned to official duty at an Embassy or Consulate in one of these countries to seek employment on the local economy. This is a list of countries with which the United States has bilateral work agreements.

ALBANIA 4, **ANDORRA** ANTIGUA AND BARBUDA **ARGENTINA ARMENIA AUSTRIA AUSTRALIA AZERBAIJAN** BAHAMAS 1 **BAHRAIN** BARBADOS 1 **BELARUS BELGIUM 5 BENIN BHUTAN BOLIVIA BOSNIA-HERZEGOVINA BOTSWANA BRAZIL BULGARIA CAMEROON** 

CANADA <sup>4</sup>
REPUBLIC OF CAPE VERDE
CHAD
COLOMBIA <sup>2</sup>
COMOROS
COSTA RICA
CROATIA
CYPRUS
CZECHIA

DEMOCRATIC REPUBLIC OF THE CONGO (Kinshasa)

DENMARK 4
DJIBOUTI
ECUADOR
EL SALVADOR
ESTONIA 4
ETHIOPIA
FIJI
FINLAND
GABON
THE GAMBIA

GEORGIA
GERMANY 5
GHANA
GRENADA
GREECE 1
GUATEMALA
GUINEA BISSAU
GUYANA
HONDURAS

INDIA <sup>2</sup>
IRELAND
ISRAEL
ITALY <sup>2</sup>
JAMAICA <sup>2</sup>
KAZAKHSTAN
KENYA

**KOSOVO** 

**LATVIA** 

HUNGARY

KUWAIT KYRGYZ REPUBLIC

LIBERIA LIECHTENSTEIN LITHUANIA <sup>4</sup> LUXEMBOURG MACEDONIA MADAGASCAR MALAWI MALAYSIA <sup>3</sup>

MALI
MALTA
MAURITIUS
MOLDOVA
MONACO
MONGOLIA
MONTENEGRO
MOROCCO
NAMIBIA
NAURU

NEPAL NETHERLANDS 4, NEW ZEALAND NICARAGUA NIGERIA NORWAY <sup>4,</sup> PAKISTAN PANAMA PERU

PHILIPPINES POLAND PORTUGAL

REPUBLIC OF THE CONGO (Brazzaville)

ROMANIA RWANDA

SAINT KITTS AND NEVIS SAINT VINCENT AND THE GRENADINES

SAMOA SAN MARINO SENEGAL SERBIA

SIERRA LEONE SLOVAK REPUBLIC

SLOVENIA SOMALIA SPAIN 1,5, SRI LANKA SWEDEN SWITZERLAND TAJIKISTAN

**TANZANIA** (suspended)

TIMOR-LESTE TRINIDAD/TOBAGO TURKEY <sup>2,3</sup> TURKMENISTAN

UGANDA UKRAINE

UNITED KINGDOM 4,

URUGUAY VENEZUELA YEMEN ZAMBIA ZIMBABWE

<sup>&</sup>lt;sup>1</sup> Limited number of family members permitted to work

<sup>&</sup>lt;sup>2</sup> Offer of employment required

<sup>&</sup>lt;sup>3</sup> Restricted employment fields

<sup>&</sup>lt;sup>4</sup> NATO dependents also included

<sup>&</sup>lt;sup>5</sup> NATO dependents included by de facto arrangement

<sup>\*</sup> Same-sex spouses and partners should contact post HR to learn if they are eligible for work permits.



## **De Facto Reciprocal Work Arrangements**

On the basis of de facto reciprocity established by precedent, spouses and dependent children of U.S. Government employees assigned to official duty at an Embassy or Consulate in the following countries may apply through specified channels for a permit to work.

**BANGLADESH ICELAND JAPAN BELIZE BURKINA FASO JORDAN** BURUNDI **LEBANON CENTRAL AFRICAN REPUBLIC LESOTHO** CHILE **MAURITANIA COTE D'IVOIRE MEXICO DOMINICAN REPUBLIC MICRONESIA** EGYPT (suspended) **NIGER** 

FRANCE PAPUA NEW GUINEA

GUINEA PARAGUAY
HAITI RUSSIA
HONG KONG SEYCHELLES

SINGAPORE SOUTH AFRICA SOUTH KOREA SUDAN SURINAME SWAZILAND TAIWAN TOGO TUNISIA

Family members who work on the local economy without authorization are probably working illegally and may be putting themselves and their missions at risk. The Vienna Convention on Diplomatic Relations and the Vienna Convention on Consular Relations requires individuals who receive privileges and immunities from the receiving state to respect the laws and regulations. Likewise, 3 FAM 4125(a)(1) provides that family members can work on the local economy only when doing so would be consistent with local law. This provision implements 22 U.S.C. § 2699(b), which provides in part that family members of FSOs may accept employment in a foreign country unless such employment would violate US or local law. It is critical for EFMs to seek <a href="Chief of Mission approval">Chief of Mission approval</a> whenever a family member considers working outside the mission.

**NOTE:** Documentation required to make application for a work permit under de facto reciprocal work arrangements governed by INS regulations 8 C.F.R. 214.2(a)(2) and 8 C.F.R. 214.2(g):

- (1) Letter from the potential employer describing the job and salary;
- (2) Form I 566;
- (3) Form I 765.

<sup>&</sup>lt;sup>1</sup> http://www.state.gov/documents/organization/244242.pdf